**Strengths Reflection Tool**

Write down a goal you want to achieve, a skill you want to develop, or a challenge you want to resolve.

Choose something that is related to your current role at work. Then fill in your Top 5 Clifton Strengths in the left column.

Next to each strength, identify one or more ways that strength can help you with that goal/skill/challenge and one or more ways it can get in your way.

**GOAL / SKILL / CHALLENGE:** Helping my new director/analytics leader guide our practice ahead for client service

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| **TOP 5 STRENGTHS** | **HOW IT CAN HELP** | **HOW IT CAN GET IN THE WAY** |
| *Deliberative* | Helping to identify risks or be cautious about making decisions as they relate to our goals, and to spend time researching best possible avenues our group can go | Spending too much time avoiding risk that I don’t end up taking action – we will need to take risks at some point and learn to keep going |
| *Connectedness* | Assisting my director in gathering what my and Ellis’s professional and personal goals are and how they can align with our analytics group goals. | Not every engagement or project may use the same tools – I don’t have to view all the things we might do to be connected to each other but approach each opportunity uniquely and not assume the client’s needs. |
| *Responsibility* | Keeping boundaries for agreed upon roles and responsibilities for each of us on an engagement. Keeping my word and doing what I say I will do. | Could try to take on all the work on my own and neglect our being part of a team. |
| *Strategic* | Helping to forward think and envision where the Elliott Davis analytics practice could be (what industry to focus on, what kind of projects to work on) and do what we can in our free time to learn skills to get there. | Spending more time learning and collecting information instead of taking action and applying what I’ve learned. |
| *Discipline* | Staying consistent in showing up, and working hard & smart to reach goals and help move our analytics practice forward. | It’s not just about working hard but also keeping in mind what the client’s needs are and not assuming them – making sure that the discipline I’m putting in is aligned on the project goals. |